

**MINUTES
HUMAN RELATIONS COMMISSION
WEDNESDAY, MARCH 17, 2010**

Commissioners Present: Joyce Abrams, Mary Alcock, Tiffany Harrison, Mitz Lee, Roberto Shim, Susan Hawk, Bruce Abrams, Mark Dillon, Shonee Henry, Nicole Murray Ramirez, Carolina Alcoser Ramos, George Mitrovich

Excused: Teresa Oyos, Gary Lynn

Absent: Gracia Molina de Pick

Staff: Danell Scarborough, Executive Director (ED); Lori Thacker, Deputy City Attorney

Chair Abrams called the 216th meeting of the City of San Diego Human Relations Commission (HRC) to order at 5:40 p.m.

I. WELCOME AND INTRODUCTIONS

Roll Call: 12 Commissioners were present, 2 excused, and 1 absent.

Approval of Minutes – The February 17, 2010 minutes were approved. The following corrections to the minutes were made: Nicole Murray Ramirez was deleted from the “Commissioners Present” list; Carolina Alcoser Ramos was added to the “Commissioners Present” list.

Guests introduced themselves: Debra Fischle-Faulk, Director of Administration; Dan Salas, Vice-Chair of the Citizens’ Equal Opportunity Commission; and Jimmy Slack, Chief of Staff, City Council District 4.

Chair Abrams introduced the Commission’s newest Commissioner, George Mitrovich.

II. PRESENTATION: EQUAL OPPORTUNITY CONTRACTING

PROGRAM UPDATE – Dan Salas, Debra Fischle-Faulk, Jimmy Slack. Mr. Salas provided background information on the Citizens’ Equal Opportunity Commission [CEOC]. CEOC is a City advisory Commission with 11 Commissioners, 7 from historically underrepresented communities and 4 at-large members. Since its inception, many things have changed, particularly regarding affirmative action. Affirmative action changed in the 1990s since Proposition 209. Since Proposition 209, cities have struggled with how to achieve diversity when historically underrepresented groups can no longer be preferred. The City

has done well on the employment front. The City has done well in terms of diversity in employment and promotions. However, the City has not been successful in increasing diversity in public contracting, which is what the Commission has been focusing on. The City hired a consultant, and recently proposed a new program, the Small Local Business Enterprise Program. This Program is intended to give small and local businesses the opportunity to participate in City contracts. It is race and gender neutral, but will help even the playing field for minority and women business enterprises, because these enterprises tend to be the smaller and local businesses. When large contracts are broken down into smaller contracts, more opportunities will be provided for the smaller contractors. Mr. Slack stated that Councilmember Young has been concerned over the lack of minority contracting in City contracts. Ms. Fischle-Faulk presented on the Equal Opportunity Contracting Program and provided further detail on the Small Local Business Enterprise Program, including how discounted bidding will work, definitions of covered enterprises, the mentor protégé program and the certification process. The Program was approved by City Council by ordinance in January and will go into effect in July. Mr. Salas encouraged the Commission to keep promoting the ideas and culture of diversity in the City, which is compatible with and helps the issues the CEOC addresses.

III. BUSINESS

A. OLD BUSINESS

HRC Mission and Purpose – Chair Abrams asked the Commissions if they have any questions on their roles. This issue was brought up at the retreat in light of the Commission having so many new members. Chair Abrams stated that the Commission has not done Certificates of Appreciation for a while and proposed returning to this if desired. Regarding media alerts and press releases, the Commission discussed whether the Commission should be at the forefront or perform work in the background.

2010 Priorities – Immigration, Census 2010, Hate Crimes and Hate Motivated Behavior – ED Scarborough reported that Commissioner Dillon took the lead on immigration, Commissioner Alcock on the census, and we need someone for hate crimes. For the census, Commissioner Alcock and ED Scarborough reported that they have met with a partnership specialist, and they are now in the motivating stage. The focus has been on the underrepresented, hard to count communities. They have staff available to assist who can speak 20 different languages. Commissioner Ramos stated that the center in Hillcrest is helping with the census as well. ED Scarborough reported that there will be a complete count committee meeting at 1:00 at the HRC offices tomorrow. The census has a lot of staff but there is no coordinated effort. Chair Abrams stated that \$15 billion is spent on the census, the largest peacetime expenditure.

B. NEW BUSINESS

HRC Actions –Reflections on Role, Response and Process – Chair Abrams asked the Commissioners what their thoughts were regarding the Commission’s speed of responsiveness, process, and due diligence. Chair Abrams asked how the Commission may respond to events that occur between meetings. DCA Thacker stated the Commission can place items on next month’s agenda, call a special meeting, or an executive meeting for such items. Commissioner Ramirez commented that some of the Commissioners take stands as individuals, rather than as Commissioners, but the media might portray them as representing the Commission.

UCSD’s Battle the Hate Program – Commissioners felt that by the time of the Commission’s meeting, there was already much response to the Compton Cook-Out. Commissioner Harrison reported that she will receive an update on Saturday, and she would like to see how the students now feel. Proposed actions should be monitored to make sure any proposed actions will be followed through. Commissioners Dillon and Ramirez suggested working with people you know to get information, but to let the Chair and ED know what you are doing. Commissioner Harrison commented that because of the UCSD incident, there will probably be more hate crimes. Commissioner Mitrovich stated that UCSD is the second largest employer in San Diego County after the military. The Chancellor stated that about 10-20% of UCSD’s population is either insensitive or indifferent to the situation, which is stunning. If true, this is indicative of a much more widespread problem. Commissioner Ramirez stated that he would like to hear from the Black Student Union in a couple of months, to see how they are feeling, after all the immediate attention dies down. Chair Abrams reported that on Saturday, from 1-3 at UCSD’s Price Center, there will be a panel discussing tolerance in institutions.

Joint Commission Meeting with Gang Commission – The joint meeting will be in October. The meetings will be noticed together under the Brown Act.

IV. CHAIR’S REPORT – Chair Abrams reported that the Learning Center provided the Commission with a thank you letter for last month’s meeting. For meals, please provide a check for every 3 months of meals.

V. EXECUTIVE DIRECTOR’S REPORT – None.

VI. COMMISSIONER REPORTS

Commissioner Ramirez inquired about the presentation from the tribal counsel. The Commission has been trying to get them to present for a while. Commissioner Hawk suggesting that the Commissioners attend tribal meetings

for a meet and greet to help open that bridge. Regarding the County HRC, he spoke with Supervisor Roberts and former Supervisor Leon Williams. It would take 3 votes to re-establish a County HRC.

Commissioner Harrison provided a presentation to the Commissioners on how to use yahoo group calendar.

MEETING ADJOURNED: The meeting was adjourned at 7:40.

Prepared by Lori Thacker, Deputy City Attorney

Approved by Danell Scarborough, Executive Director